

2.62.030 Severance pay for officials not within career and public safety service.

A. An appointed at-will department or division head who has been employed full time by the city for at least one year and who is involuntarily terminated for any reason other than criminal wrongdoing, shall be entitled to receive severance pay. Severance pay is in addition to any accrued vacation or sick-leave benefits owing at the time of termination. Severance is based on the employee's final salary as follows:

1. If the employee is terminated after fewer than two years full-time employment, the employee shall receive an amount equivalent to one months salary.
2. If the employee is terminated after more than two years full time employment, the employee shall also receive an amount equivalent to the final salary rate, prorated, at two weeks pay for each year of service in excess of two years, up to a maximum of four months salary .